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MINORITY AND FEMALE PRESENCE REPORT-1987

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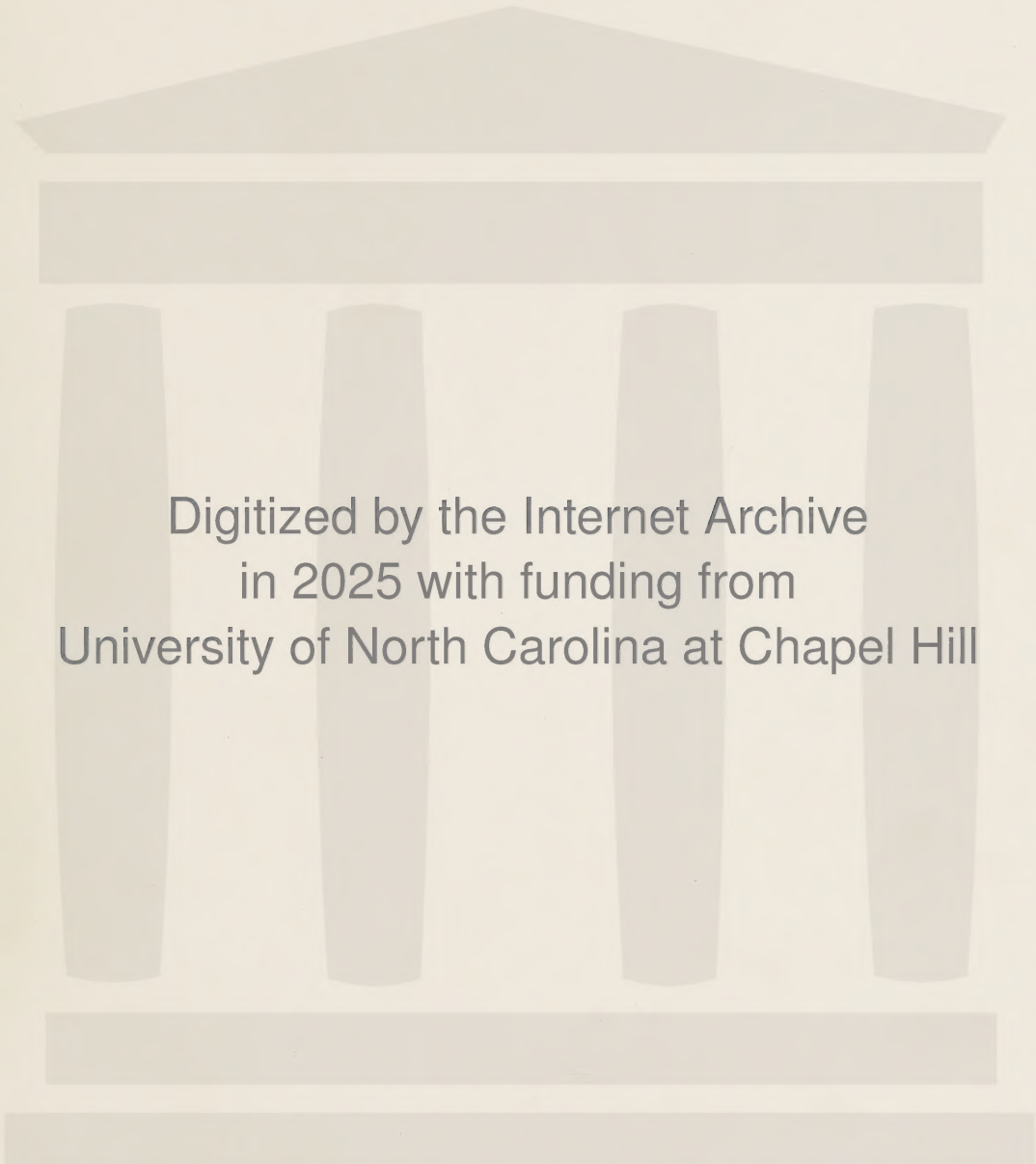

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MINORITY AND FEMALE PRESENCE REPORT—1987

Prepared By

The Affirmative Action Office
The University of North Carolina at Chapel Hill
November 1987

Preface

The amount of data included in this **Report** has increased during the past three years. The expansion of the **Report** represents an effort to provide the university community with some of the data that contributes to discussions pertaining to minority and women enrollment and employment.

The 1986 **Report** included a detailed listing by department of faculty employment levels. The inclusion of these data increased the length of the **Report** and it became apparent that the **Faculty Recruitment Review**, first published in September 1985 and directed towards discussing faculty recruitment activities, should be expanded to include additional data regarding faculty employment activities. Consequently, the **Faculty Review** published and circulated in September 1987 initiated a process of addressing issues peculiar to faculty employment in a separate publication.

During the 1986-87 academic term, two reports were published which are related to the University's equal opportunity commitment. **The Affirmative Action Plan** was revised and published in January 1987. The Affirmative Action Revision Committee published the **Report To The Chancellor Toward Achieving Affirmative Action Goals** in May 1987. The latter Report included a recommendation for the reactivation of the Affirmative Action Advisory Committee. Members of the University community have been appointed to the Committee (a list of committee members is included on page 35).

There is a continuing debate, national and local, regarding the factors influencing the declining enrollment of black undergraduates. A recent study, **Sixth Annual Status Report On Minorities In Higher Education**, published by the American Council on Education documents this decline. This decline is occurring during a period of an increase in the number of minority students graduating from high school. The experience of North Carolina is similar to other states in attempting to improve the college enrollment rate of black students. Charts I-III provide some data which may require some consideration in developing programs to address this problem.

Data pertaining to doctoral degree awards to women and blacks is important to any planning effort directed towards increasing their representation on the University's faculty. The increasing number of women receiving doctoral degrees in high demand disciplines provides an opportunity to continue to increase the number of women faculty. The selection of fields for graduate study by women at Chapel Hill presents an interesting and somewhat different picture when compared with national data (charts 10-13).

Education continues to be the graduate field of choice of blacks nationally while the life sciences and the humanities are the choices of women at Chapel Hill for the 1983-87 period. This is significant when one considers that the largest number of tenured and tenure track positions available for the 1985-87 recruitment periods were in the Division of Health Affairs (1987 **Faculty Review** pages 11-13).

There has also been an increasing number of women enrolling in professional schools at Chapel Hill. Four of the professional schools included in this report have experienced this trend (chart 13). These schools not only prepare individuals for private and public careers but they also prepare individuals for careers in higher education.

The decline of black enrollment is also a problem in graduate and professional schools. This declining enrollment will have an impact on efforts to increase the number of blacks on university faculties. Nationally, education continues to be the field of choice of blacks pursuing doctoral degrees (chart 10). This trend continues although there is a decrease in the number of faculty positions available in this area. There are some programs, developed by a Consortia of Universities including Chapel Hill, designed to increase black enrollment in doctoral programs. The success of these programs will have a direct relationship on Universities' efforts to increase the number of black faculty.

The Affirmative Action Office requested departments and individuals to assist in developing a mailing list of minority and women professional caucuses. A number of departments and individuals responded to the request which resulted in the minority and women's listing included in this Report (pages 38-43). A copy of the Monthly Faculty Vacancies Listing is forwarded to each caucus whenever a position in its specific area is advertised.

A similar listing of predominately black institutions has also been developed. The twenty institutions included in the listing indicated that they would have no objection to receiving copies of the Listing.

Any success in recruiting students and employing women and minorities requires the participation of many members of the University community. A coordinated effort may provide the impetus for the University to assure that equal opportunity characterizes student admissions and employment at Chapel Hill.

TABLE OF CONTENTS

Preface i

Students

Charts **Page**

I. Postsecondary Education Intentions of Graduates From North Carolina Public Schools 1983-86 1

II. Other Education and Career Choices Listed by Black High School Graduates From North Carolina Public High Schools 1984-86 2

III. North Carolina Public High School Graduates Entering University of North Carolina Colleges and Universities 1983-85 3

IV. Summary of Changes in Headcount Enrollment, Fall 1984-Fall 1987 4

V. Analysis of Black Freshmen Student Enrollment Data, 1984-87 5

VI. Black Graduate and Professional School Enrollment at Chapel Hill 1983-87 6

VII. Summary of Black Enrollment in Selected Professional Schools at Chapel Hill 1983-87 7

VIII. Female Graduate and Professional School Enrollment at Chapel Hill 1983-87 8

IX. Summary of Female Enrollment in Selected Professional Schools at Chapel Hill 1983-87 9

X. Analysis of Doctorate Degrees Awarded in the U.S. to Blacks 1983-86 10

XI. Analysis of Doctorate Degrees Awarded to Blacks at Chapel Hill 1983-87 11

XII. Analysis of Doctorate Degrees Awarded in the U.S. to Females 1983-86 12

XIII. Analysis of Doctorate Degrees Awarded to Females at Chapel Hill 1983-87 13

Faculty

XIV. Summary of Changes in Black and Female Faculty By Rank 1984-87 14

ACADEMIC AFFAIRS

XV. Summary of Tenured and Tenure Track Faculty By School 15

XVI. Summary of Tenured Faculty By School 16

XVII. Summary of Tenure Track Faculty By School 17

XVIII. Summary of Fixed Term Faculty By School 18

HEALTH AFFAIRS

XIX. Summary of Tenured and Tenure Track Faculty By School 19

XX. Summary of Tenured Faculty By School 20

XXI. Summary of Tenure Track Faculty By School 21

XXII. Summary of Fixed Term Faculty By School 22

EPA Non-faculty

XXIII. Academic Affairs: Summary of EPA Non-Faculty By School 23

XXIV. Health Affairs: Summary of EPA Non-Faculty By School 24

XXV. Exit Questionnaire Data Summary, 9/1/86-8/31/87 25

XXVI. Exit Questionnaire Responses, Academic Affairs 26

XXVII. Exit Questionnaire Responses, Health Affairs 27

Staff Employees

XXVIII. SPA Employee Affirmative Action Goals 28

XXIX. SPA Hiring Results, October 1, 1986 - September 30, 1987 30

XXX. SPA Workforce Analysis, September 30, 1987 31

XXXI. SPA Personnel-Utilization Analysis, September 30, 1986 - September 30, 1987 32

XXXII. Summary of SPA Workforce Hires, Terminations and Promotions October 1, 1986 - September 30, 1987 33

Appendices

I. Affirmative Action Advisory Committee Members 35

II. Predominately Black Institutions Receiving the Monthly Faculty Vacancies Listing 36

III. List of Minority Caucuses In Professional Organizations 38

IV. List of Women Caucuses In Professional Organizations 41

V. University Organizations 44

VI. Review of Faculty At Selected Research Universities, Listed By Faculty Size, Tenured and Non-tenured (Fall 1986) 45

VII. Review of Faculty At Selected Research Universities, Listed By Faculty Size, Tenured (Fall 1986) 48

VIII. Review of Faculty at Selected Research Universities, Listed By Faculty Size, Non-Tenured (Fall 1986) 51

IX. Copy of Staff Exit Questionnaire 54

CHART I
Postsecondary Education Intentions of Graduates From North Carolina Public Schools

YEAR	RACE/GENDER											
	WHITE			BLACK			NATIVE AMERICANS			*OTHER		
	M	F	T	M	F	T	M	F	T	M	F	T
1983-84												
Public Senior Institutions												
North Carolina	5797	6339	12136	1844	2678	4522	88	81	169	67	79	146
Out-of-State	387	351	738	110	99	209	7	6	13	14	7	21
Total	**6184**	**6690**	**12874**	**1954**	**2777**	**4731**	**95**	**87**	**182**	**81**	**86**	**167**
Private Senior Institutions												
North Carolina	1147	1715	2862	365	556	921	2	4	6	12	13	25
Out-of-State	301	351	622	95	116	211	3	1	4	10	5	15
Total	**1448**	**2066**	**3514**	**460**	**672**	**1132**	**5**	**5**	**10**	**22**	**18**	**40**
1984-85												
Public Senior Institutions												
North Carolina	5965	6599	12564	1806	2781	4587	77	97	174	99	74	173
Out-of-State	435	354	789	94	100	194	2	2	4	17	21	38
Total	**6400**	**6953**	**13353**	**1900**	**2881**	**4781**	**79**	**99**	**178**	**116**	**95**	**211**
Private Senior Institutions												
North Carolina	1192	1691	2883	385	512	897	7	7	14	13	11	24
Out-of-State	371	384	755	107	126	233	1	2	3	12	12	24
Total	**1563**	**2075**	**3638**	**492**	**638**	**1130**	**8**	**9**	**17**	**25**	**23**	**48**
1985-86												
Public Senior Institutions												
North Carolina	6147	6932	13079	1841	2746	4587	78	122	200	113	99	212
Out-of-State	409	374	783	113	125	238	3	3	6	15	16	31
Total	**6556**	**7306**	**13862**	**1954**	**2871**	**4825**	**81**	**125**	**206**	**128**	**115**	**243**
Private Senior Institutions												
North Carolina	1216	1685	2901	379	479	858	11	12	23	13	20	33
Out-of-State	395	397	792	110	103	213	4	0	4	6	10	16
Total	**1611**	**2082**	**3693**	**489**	**582**	**1071**	**15**	**12**	**27**	**19**	**30**	**49**

* Includes Hispanics, Alaskan Natives and Asian or Pacific Islanders

SOURCE: Compiled From Data Contained in North Carolina Public Schools Statistical Profile 1983 Table 12 Page I-21, 1984 Table 14 Page I-26 and 1985 Table 13 Page I-23. North Carolina Department of Public Instruction.

CHART II
Other Education and Career Choices Listed by Black High School Graduates From North Carolina Public High Schools

	1984			1985			1986		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Community Colleges & Technical Institutions									
North Carolina	1105	2339	3444	1014	2269	3283	1099	2236	3335
Out-of-State	46	53	99	50	52	102	73	55	128
Total	1151	2392	3543	1064	2321	3385	1172	2291	3463
Private Junior Colleges									
North Carolina	139	141	280	116	144	260	155	148	303
Out-of-State	22	13	35	25	11	36	33	12	45
Total	161	154	315	141	155	296	188	160	348
Trade & Business Schools, etc.									
North Carolina	124	483	607	131	438	569	128	535	663
Out-of-State	54	87	141	74	77	151	67	108	175
Total	178	570	748	205	515	720	195	643	838
Military	2485	624	3109	2257	671	2928	2054	628	2682
Employment	2270	2098	4368	2297	2169	4466	2137	1878	4015
Others**	682	833	1515	696	814	1510	581	654	1235
TOTALS	6927	6671	13598	6660	6645	13305	6327	6254	12581

** Includes information not available, married, etc.

SOURCE: North Carolina Public Schools Statistical Profile

CHART III
North Carolina Public High School Graduates Entering University Of North Carolina Colleges and Universities

YEAR	RACE/GENDER														
	WHITE			BLACK			HISPANIC			ASIAN			NATIVE AMERICAN		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
1983	5459	5574	11033	1504	2352	3856	21	21	42	72	59	131	48	109	157
1984	5579	5967	11546	1399	2107	3506	22	27	49	62	65	127	66	78	144
1985	5693	6208	11901	1457	2214	3671	27	23	50	76	76	152	54	117	171

SOURCE: Office for Civil Rights B1 Supplement - The University of North Carolina General Administration

CHART IV
SUMMARY OF CHANGES IN HEADCOUNT ENROLLMENT FALL 1984 - FALL 1987

	Fall 1984		Fall 1985		Fall 1986		Fall 1987	
UNDERGRADUATES	-No.-	-%-	-No.-	-%-	-No.-	-%-	-No.-	-%-
--By Race--								
White	12850	88.3%	13204	88.6%	13595	88.8%	13562	88.9%
Black	1388	9.5%	1324	8.9%	1306	8.5%	1269	8.3%
Other	321	2.2%	370	2.5%	412	2.7%	420	2.8%
Total	14558	100.0%	14559	100.0%	14898	100.0%	15251	100.0%
--By Sex--								
Male	5965	41.0%	6054	40.6%	6246	40.8%	6235	40.9%
Female	8594	59.0%	8844	59.4%	9067	59.2%	9016	59.1%
Total	14559	100.0%	14898	100.0%	15313	100.0%	15251	100.0%
GRADUATE STUDENT								
--By Race--								
White	4962	92.3%	5098	92.4%	5390	92.0%	5539	91.9%
Black	263	4.9%	275	5.0%	319	5.5%	303	5.0%
Other	150	2.8%	142	2.6%	148	2.5%	185	3.1%
Total	5375	100.0%	5515	100.0%	5857	100.0%	6027	100.0%
--By Sex--								
Male	2468	45.9%	2509	45.5%	2670	45.6%	2722	45.2%
Female	2907	54.1%	3006	54.5%	3187	54.4%	3305	54.8%
Total	5375	100.0%	5515	100.0%	5857	100.0%	6027	100.0%
PROFESSIONAL**								
--By Race--								
White	1477	88.0%	1393	86.6%	1396	86.6%	1423	86.6%
Black	141	8.4%	143	8.9%	148	9.2%	154	9.4%
Other	68	3.6%	72	4.5%	67	4.2%	66	4.0%
Total	1678	100.0%	1608	100.0%	1611	100.0%	1643	100.0%
--By Sex--								
Male	1092	65.1%	993	61.8%	988	61.3%	986	60.0%
Female	586	34.9%	615	38.2%	623	38.7%	657	40.0%
Total	1678	100.0%	1608	100.0%	1611	100.0%	1643	100.0%
ALL STUDENTS								
--By Race--								
White	19289	89.3%	19695	89.4%	20381	89.5%	20524	89.5%
Black	1792	8.3%	1742	7.9%	1773	7.8%	1726	7.5%
Other	531	2.5%	584	2.7%	627	2.7%	671	2.9%
Total	21612	100.0%	22021	100.0%	22781	100.0%	22921	100.0%
--By Sex--								
Male	9525	44.1%	9556	43.4%	9904	43.5%	9943	43.4%
Female	12087	55.9%	12465	56.6%	12877	56.5%	12978	56.6%
Total	21612	100.0%	22021	100.0%	22781	100.0%	22921	100.0%

** Candidates for J.D., M.D., D.D.S. degrees

Note: For ease in reporting all percentages totals have been rounded to 100.0%

SOURCE: University Registrar

CHART V
ANALYSIS OF BLACK FRESHMAN STUDENT ENROLLMENT DATA
1984-1987

	1984	1985	1986	1987
Number of Final Applicants [1]	766	750	803	937
Percentage of Final Applicants With PGA [2] of 1.6 Or Higher	79.50%	79.06%	75.84%	73.53%
Number Admitted	515	488	513	521
Admittees as % of Final Applicants [3]	67.23%	65.06%	63.88%	55.6%
Number Enrolled [4]	346	324	311	329
Enrollees as % of Admittees	65.82%	64.75%	60.62%	63.14%
Blacks as % of All Freshmen	10.09%	9.49%	9.41%	10.2%

[1] Excludes those who withdrew, or did not complete, their applications.

[2] Predicted Grade Average. Fourteen applicants had no PGA; their high schools did not rank students.

[3] Comparable percentages for white students were lower, in all years. For the Fall of 1986, 38.26% were admitted from the final applicants.

[4] Includes "readmits" as follows: 1984 - 7, 1985 - 8, 1986 - 11, 1987 - 11.

NOTE: Data for in-state and out-of-state applicants are combined

SOURCE: Office of Undergraduate Admissions

CHART VI
BLACK GRADUATE AND PROFESSIONAL SCHOOL ENROLLMENT AT CHAPEL HILL 1983-1987

GRADUATE SCHOOL

YEAR	TOTAL FALL ENROLLMENT	TOTAL BLACK ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
1983	5517	295	5.3
1984	5375	263	4.9
1985	5515	275	5.0
1986	5857	319	5.4
1987	6027	303	5.0

PROFESSIONAL SCHOOL

1983	1682	133	7.9
1984	1678	141	8.4
1985	1608	143	8.9
1986	1611	148	9.2
1987	1643	154	9.4

SOURCE: University Registrar

CHART VII
SUMMARY OF BLACK ENROLLMENT IN SELECTED PROFESSIONAL SCHOOLS AT CHAPEL HILL
1983-1987

YEAR	TOTAL FALL ENROLLMENT	TOTAL BLACK ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
SCHOOL OF BUSINESS ADMINISTRATION			
1983	353	19	5.4
1984	345	10	2.9
1985	386	10	2.6
1986	411	15	3.0
1987	436	20	4.6
SCHOOL OF DENTISTRY			
1983	317	20	6.3
1984	305	18	5.9
1985	301	18	6.0
1986	299	16	5.3
1987	298	16	5.4
SCHOOL OF LAW			
1983	719	41	5.3
1984	718	52	5.7
1985	650	54	8.0
1986	649	58	8.3
1987	676	59	8.7
SCHOOL OF MEDICINE			
1983	635	75	11.8
1984	642	82	12.7
1985	640	73	11.4
1986	639	73	11.4
1987	640	79	11.4
SCHOOL OF PHARMACY			
1983	495	14	2.8
1984	467	15	3.2
1985	481	23	4.8
1986	504	23	4.6
1987	524	18	3.4

Note: During the 1987-88 academic term no blacks are enrolled in the doctoral program in Pharmacy and two are enrolled in the masters program.

SOURCE: University Registrar for Schools of Business Administration (except 1986 data which was provided by the School), Dentistry and Medicine. Data for Schools of Law and Pharmacy provided by the respective Schools. 1987 data provided by University Registrar.

CHART VIII
FEMALE GRADUATE AND PROFESSIONAL SCHOOL ENROLLMENT AT CHAPEL HILL 1983-87

YEAR	TOTAL FALL ENROLLMENT	TOTAL FEMALE ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
		GRADUATE SCHOOL	
1983	5517	2999	54.3
1984	5375	2907	54.1
1985	5515	3006	54.5
1986	5857	3187	54.4
1987	6027	3305	54.8
		PROFESSIONAL SCHOOL	
1983	1682	560	33.3
1984	1678	586	34.9
1985	1608	615	38.2
1986	1611	623	38.7
1987	1643	657	40.0

SOURCE: University Registrar

CHART IX
SUMMARY OF FEMALE ENROLLMENT IN SELECTED PROFESSIONAL SCHOOLS AT CHAPEL HILL
1983-1987

YEAR	TOTAL FALL ENROLLMENT	TOTAL FEMALE ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
SCHOOL OF BUSINESS ADMINISTRATION			
1983	353	112	31.7
1984	345	101	29.3
1985	386	117	30.3
1986	411	129	31.0
1987	436	123	28.2
SCHOOL OF DENTISTRY			
1983	317	70	22.1
1984	305	71	23.3
1985	301	79	26.2
1986	299	90	30.1
1987	298	93	31.2
SCHOOL OF LAW			
1983	719	282	39.2
1984	718	282	39.3
1985	650	287	44.1
1986	649	278	42.8
1987	676	291	43.0
SCHOOL OF MEDICINE			
1983	635	201	31.0
1984	642	224	34.9
1985	640	236	36.9
1986	639	243	38.0
1987	640	258	40.3
SCHOOL OF PHARMACY			
1983	495	313	63.2
1984	467	296	63.3
1985	481	311	64.6
1986	504	330	65.5
1987	524	360	68.7

Note: During the 1987-88 academic term, fifteen (15) women are enrolled in the doctoral program in Pharmacy and twenty-seven (27) in the masters program. This constitutes 51.7% of the doctoral students and 47.4% of the masters students.

SOURCE: University Registrar for Schools of Business Administration (except 1986 data which was provided by the School), Dentistry and Medicine. Data for Schools of Law and Pharmacy provided by the respective Schools. 1987 data for all schools provided by University Registrar.

CHART X
ANALYSIS OF DOCTORATE DEGREES AWARDED IN THE U.S. TO BLACKS
1983-1986

(1)	(2)	(3)	(4)	(5)	(6)
1983	31190	1000 (3%)	Education	516	51%
			Social Sciences*	199	19%
			Psychology	112	11%
			Humanities	79	7%
			Life Sciences	74	7%
1984	31253	1049 (3%)	Education	509	48%
			Social Sciences*	222	21%
			Psychology	121	11%
			Humanities	101	9%
			Life Sciences	97	9%
1985	31201	1040 (3%)	Education	503	48%
			Social Sciences*	205	19%
			Psychology	105	10%
			Life Sciences	98	9%
			Humanities	75	7%
1986	31770	946 (3%)	Education	462	49%
			Social Sciences*	191	20%
			Psychology	108	11%
			Life Sciences	85	9%
			Humanities	80	8%

(1) Year (2) Total number of degrees awarded (3) Total number of degrees awarded blacks (4) Five fields in which largest number of degrees awarded (5) Number awarded by field (6) Percent awarded by field

* Number reported includes Psychology degrees awarded

SOURCE: **Summary Report Doctorate Recipients From United States Universities.** Office of Scientific and Engineering Personnel National Research Council, 1983, 1984 and 1985. Data for 1986 provided by National Research Council is unpublished.

CHART XI
ANALYSIS OF DOCTORATE DEGREES AWARDED TO BLACKS
The University of North Carolina at Chapel Hill
1983-1987

(1)	(2)	(3)	(4)	(5)	(6)
1983	306	29	Social Sciences*	4	14%
			Humanities	4	14%
			Education	1	3%
			All Other Fields	20	69%
1984	283	28	Social Sciences*	5	18%
			Humanities	1	4%
			Education	1	4%
			All Other Fields	21	75%
1985	260	22	Social Sciences*	2	9%
			Humanities	2	9%
			Life Sciences	2	9%
			All Other Fields	16	73%
1986	283	29	Social Sciences*	6	21%
			Humanities	2	7%
			Life Sciences	2	7%
			All Other Fields	19	65%
1987	311	30	Social Sciences*	4	13%
			Life Sciences	4	13%
			Humanities	2	7%
			Education	1	3%
			All Other Fields	19	63%

(1) Year (2) Total number of degrees awarded (3) Total number of degrees awarded blacks (4) Fields in which largest number of degrees awarded (5) Number awarded by field (6) Percent awarded by field

* Number reported includes Psychology degrees awarded

SOURCE: University Registrar

CHART XII
ANALYSIS OF DOCTORATE DEGREES AWARDED IN THE U.S. TO FEMALES
1983-1986

(1)	(2)	(3)	(4)	(5)	(6)
1983	31190	10485 (33%)	Education	3604	34%
			Social Sciences*	2380	22%
			Life Sciences	1717	16%
			Psychology	1572	15%
			Humanities	1530	14%
1984	31253	10660 (34%)	Education	3457	32%
			Social Sciences*	2407	22%
			Life Sciences	1788	16%
			Psychology	1614	15%
			Humanities	1586	14%
1985	31201	10699 (34%)	Education	3480	32%
			Social Sciences*	2352	21%
			Life Sciences	1855	17%
			Psychology	1519	14%
			Humanities	1489	13%
1986	31770	11244 (35%)	Education	3590	32%
			Social Sciences*	2479	22%
			Life Sciences	1943	17%
			Humanities	1565	14%
			Psychology	1564	14%

(1) Year (2) Total number of degrees awarded (3) Total number of degrees awarded females (4) Five fields in which largest number of degrees awarded (5) Number awarded by field (6) Percent awarded by field

* Number reported includes Psychology degrees awarded

SOURCE: **Summary Report Doctorate Recipients From United States Universities.** Office of Scientific and Engineering Personnel National Research Council, 1983, 1984 and 1985. Data for 1986 provided by National Research Council is unpublished.

CHART XIII
ANALYSIS OF DOCTORATE DEGREES AWARDED TO FEMALES
The University of North Carolina at Chapel Hill
1983-1987

(1)	(2)	(3)	(4)	(5)	(6)
1983	306	109	Life Sciences	30	27%
			Humanities	21	19%
			Education	19	17%
			Social Sciences	11	10%
			All Other Fields	28	26%
1984	283	99	Life Sciences	27	27%
			Education	17	17%
			Humanities	17	17%
			Social Sciences	7	7%
			All Other Fields	31	31%
1985	260	109	Life Sciences	28	26%
			Humanities	21	19%
			Education	17	16%
			Social Sciences	12	11%
			All Other Fields	31	28%
1986	283	106	Humanities	27	25%
			Life Sciences	19	18%
			Education	17	16%
			Social Sciences	11	10%
			All Other Fields	32	30%
1987	311	131	Humanities	28	21%
			Life Sciences	28	21%
			Education	21	16%
			Social Sciences	7	5%
			All Other Fields	47	36%

(1) Year (2) Total number of degrees awarded (3) Total number of degrees awarded females (4) Fields in which largest number of degrees awarded (5) Number awarded by field (6) Percent awarded by field

SOURCE: University Registrar

CHART XIV
SUMMARY OF CHANGES
IN BLACK AND FEMALE FACULTY BY RANK

BLACK FACULTY:	9/30/84	9/30/85	8/31/86	8/14/87
Professor	13	17	17	18
Associate Professor	19	17	17	15
Assistant Professor	16	17	17	14
Instructor	2	1	0	1
SUBTOTAL, Tenure Track	50	52	51	48
Lecturer or Equivalent	7	7	9	7
TOTAL	57	59	60	55
FEMALE FACULTY:				
Professor	51	62	62	67
Associate Professor	100	100	114	114
Assistant Professor	123	128	134	148
Instructor	10	8	10	4
SUBTOTAL, Tenure Track	284	298	320	333
Lecturer or Equivalent	95	109	114	121
TOTAL	379	407	434	454

SOURCE: Office of Institutional Research, University of North Carolina at Chapel Hill

CHART XV
ACADEMIC AFFAIRS
SUMMARY OF TENURED AND TENURE TRACK FACULTY BY SCHOOL

ARTS & SCIENCES:		White M	White F	Black M	Black F	Asian M	Asian F	Hispanic M	Hispanic F	Total M	Total F	Total
Fine Arts	%	70.2	22.8	1.8	0	1.8	0	1.8	1.8	75.4	24.6	
	#	40	13	1	0	1	0	1	1	43	14	57
Humanities	%	73.1	16.2	1.9	1.9	0	0.6	4.4	1.9	79.4	20.6	
	#	117	26	3	3	0	1	7	3	127	33	160
Natural Sciences	%	84.0	8.9	0.9	1.3	3.6	0	1.3	0	89.8	10.2	
	#	189	20	2	3	8	0	3	0	202	23	225
Social Sciences	%	81.5	14.1	1.6	2.2	0.5	0	0	0	83.7	16.3	
	#	150	26	3	4	1	0	0	0	154	30	184
BUSINESS ADMINISTRATION	%	81.8	16.7	0	0	1.5	0	0	0	83.3	16.7	
	#	54	11	0	0	1	0	0	0	55	11	66
EDUCATION	%	73.9	17.4	6.5	0	0	0	0	2.2	80.4	19.6	
	#	34	8	3	0	0	0	0	1	37	9	46
INSTITUTE OF GOVERNMENT	%	83.3	16.7	0	0	0	0	0	0	83.3	16.7	
	#	25	5	0	0	0	0	0	0	25	5	30
JOURNALISM	%	63.2	26.3	5.3	5.3	0	0	0	0	68.4	31.6	
	#	12	5	1	1	0	0	0	0	13	6	19
LAW	%	68.3	25.0	6.2	0	0	0	0	0	75.0	25.0	
	#	22	8	2	0	0	0	0	0	24	8	32
LIBRARY SCIENCE	%	53.8	38.5	0	7.7	0	0	0	0	53.8	46.2	
	#	7	5	0	1	0	0	0	0	7	6	13
SOCIAL WORK	%	47.1	35.3	11.8	5.9	0	0	0	0	58.8	41.2	
	#	8	6	2	1	0	0	0	0	10	7	17
TOTAL FOR ACADEMIC AFFAIRS	%	77.5	15.7	2.0	1.5	1.3	0.1	1.3	0.6	82.1	17.9	
	#	658	133	17	13	11	1	11	5	697	152	849

SOURCE: All data pertaining to faculty and EPA non-faculty on pages 15-24 provided by the Office of Institutional Research. Data reflects the complement on August 14, 1987.

CHART XVI
ACADEMIC AFFAIRS
SUMMARY OF TENURED FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Tot
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	M	F	
Fine Arts	%	81.4	14.0	2.3	0	2.3	0	0	0	86.0	14.0	
	#	**35**	**6**	**1**	**0**	**1**	**0**	**0**	**0**	**37**	**6**	**43**
Humanities	%	76.6	13.8	2.2	1.4	0	0	5.1	1.4	83.3	16.7	
	#	**105**	**19**	**3**	**2**	**0**	**0**	**7**	**2**	**115**	**23**	**138**
Natural Sciences	%	88.6	5.7	1.1	0.6	2.9	0	1.1	0	93.7	6.3	
	#	**155**	**10**	**2**	**1**	**5**	**0**	**2**	**0**	**164**	**11**	**175**
Social Sciences	%	84.0	12.0	2.0	1.3	0.7	0	0	0	86.7	13.3	
	#	**126**	**18**	**3**	**2**	**1**	**0**	**0**	**0**	**130**	**20**	**150**
BUSINESS ADMINISTRATION	%	91.7	8.3	0	0	0	0	0	0	91.7	8.3	
	#	**44**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**44**	**4**	**48**
EDUCATION	%	80.0	12.5	7.5	0	0	0	0	0	87.5	12.5	
	#	**32**	**5**	**3**	**0**	**0**	**0**	**0**	**0**	**35**	**5**	**40**
INSTITUTE OF GOVERNMENT	%	86.4	13.6	0	0	0	0	0	0	86.4	13.6	
	#	**19**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**19**	**3**	**22**
JOURNALISM	%	73.3	20.0	6.7	0	0	0	0	0	80.0	20.0	
	#	**11**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**12**	**3**	**15**
LAW	%	69.0	24.1	6.9	0	0	0	0	0	75.9	24.1	
	#	**20**	**7**	**2**	**0**	**0**	**0**	**0**	**0**	**22**	**7**	**29**
LIBRARY SCIENCE	%	57.1	42.9	0	0	0	0	0	0	57.1	42.9	
	#	**4**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**4**	**3**	
SOCIAL WORK	%	53.8	23.1	15.4	7.7	0	0	0	0	69.2	30.8	
	#	**7**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**9**	**4**	**13**
TOTAL for ACADEMIC AFFAIRS	%	82.1	11.9	2.5	0.9	1.0	0	1.3	0.3	86.9	13.1	
	#	**558**	**81**	**17**	**6**	**7**	**0**	**9**	**2**	**591**	**89**	**680**

CHART XVII
ACADEMIC AFFAIRS
SUMMARY OF TENURE TRACK FACULTY BY SCHOOL

& SCIENCES:		White M	White F	Black M	Black F	Asian M	Asian F	Hispanic M	Hispanic F	Total M	Total F	Total
ne Arts	%	35.7	50.0	0	0	0	0	7.1	7.1	42.9	57.1	
	#	5	7	0	0	0	0	1	1	6	8	14
manities	%	54.5	31.8	0	4.5	0	4.5	0	4.5	54.5	45.5	
	#	12	7	0	1	0	1	0	1	12	10	22
tural Sciences	%	68.0	20.0	0	4.0	6.0	0	2.0	0	76.0	24.0	
	#	34	10	0	2	3	0	1	0	38	12	50
cial Sciences	%	70.6	23.5	0	5.9	0	0	0	0	70.6	29.4	
	#	24	8	0	2	0	0	0	0	24	10	34
INESS DMINISTRATION	%	55.6	38.9	0	0	5.6	0	0	0	61.1	38.9	
	#	10	7	0	0	1	0	0	0	11	7	18
CATION	%	33.3	50.0	0	0	0	0	0	16.7	33.3	66.7	
	#	2	3	0	0	0	0	0	1	2	4	6
TITUTE OF OVERNMENT	%	75.0	25.0	0	0	0	0	0	0	75.0	25.0	
	#	6	2	0	0	0	0	0	0	6	2	8
RNALISM	%	25.0	50.0	0	25.0	0	0	0	0	25.0	75.0	
	#	1	2	0	1	0	0	0	0	1	3	4
	%	66.7	33.3	0	0	0	0	0	0	66.7	33.3	
	#	2	1	0	0	0	0	0	0	2	1	3
RARY SCIENCE	%	50.0	33.3	0	16.7	0	0	0	0	50.0	50.0	
	#	3	2	0	1	0	0	0	0	3	3	6
IAL WORK	%	25.0	75.0	0	0	0	0	0	0	25.0	75.0	
	#	1	3	0	0	0	0	0	0	1	3	4
AL FOR DEMIC AFFAIRS	%	59.2	30.8	0	4.1	2.4	0.6	1.2	1.8	62.7	37.3	
	#	100	52	0	7	4	1	2	3	106	63	169

CHART XVIII
ACADEMIC AFFAIRS
SUMMARY OF FIXED TERM FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		To
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	M	F	
Fine Arts	%	50.0	50.0	0	0	0	0	0	0	50.0	50.0	
	#	3	3	0	0	0	0	0	0	3	3	
Humanities	%	50.0	35.7	0	0	0	7.1	0	7.1	50.0	50.0	
	#	7	5	0	0	0	1	0	1	7	7	1
Natural Sciences	%	73.7	15.8	0	0	10.5	0	0	0	84.2	15.8	
	#	14	3	0	0	2	0	0	0	16	3	1
Social Sciences	%	43.8	43.8	6.3	6.3	0	0	0	0	50.0	50.0	
	#	7	7	1	1	0	0	0	0	8	8	1
BUSINESS ADMINISTRATION	%	100.0	0	0	0	0	0	0	0	100.0	0	
	#	2	0	0	0	0	0	0	0	2	0	
EDUCATION	%	42.9	42.9	0	14.3	0	0	0	0	42.9	57.1	
	#	3	3	0	1	0	0	0	0	3	4	
INSTITUTE OF GOVERNEMNT	%	80.0	20.0	0	0	0	0	0	0	80.0	20.0	
	#	4	1	0	0	0	0	0	0	4	1	
JOURNALISM	%	50.0	50.0	0	0	0	0	0	0	50.0	50.0	
	#	1	1	0	0	0	0	0	0	1	1	
LAW	%	33.3	66.7	0	0	0	0	0	0	33.3	66.7	
	#	2	4	0	0	0	0	0	0	2	4	
SOCIAL WORK	%	25.0	75.0	0	0	0	0	0	0	25.0	75.0	
	#	1	3	0	0	0	0	0	0	1	3	
OTHER	%	0	100.0	0	0	0	0	0	0	0	100.0	
	#	0	1	0	0	0	0	0	0	0	1	
TOTAL FOR ACADEMIC AFFAIRS	%	53.7	37.8	1.2	2.4	2.4	1.2	0	1.2	58.0	42.0	
	#	44	31	1	2	2	1	0	1	47	34	8

CHART XIX
HEALTH AFFAIRS
SUMMARY OF TENURED AND TENURE TRACK FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Total
		M	F	M	F	M	F	M	F	M	F	
ITISTRY	%	80.8	16.2	0	1.0	1.0	0	1.0	0	82.8	17.2	
	#	80	16	0	1	1	0	1	0	82	17	99
DICINE	%	78.8	14.6	1.5	0.2	3.0	0.6	0.9	0.4	84.3	15.7	
	#	416	77	8	1	16	3	5	2	445	83	528
RSING	%	0	95.8	0	4.2	0	0	0	0	0	100.0	
	#	0	46	0	2	0	0	0	0	0	48	48
ARMACY	%	80.0	14.3	0	0	5.7	0	0	0	85.7	14.3	
	#	28	5	0	0	2	0	0	0	30	5	35
BLIC HEALTH	%	71.4	19.6	3.6	0.9	3.6	0.9	0	0	78.6	21.4	
	#	80	22	4	1	4	1	0	0	88	24	112
ALTH AFFAIRS	%	100.0	0	0	0	0	0	0	0	100.0	0	
OTHER UNITS	#	1	0	0	0	0	0	0	0	1	0	1
TAL FOR	%	73.5	20.2	1.5	0.6	2.8	0.5	0.7	0.2	78.5	21.5	
ALTH AFFAIRS	#	605	166	12	5	23	4	6	2	646	177	823

CHART XX
HEALTH AFFAIRS
SUMMARY OF TENURED FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Tot
		M	F	M	F	M	F	M	F	M	F	
DENTISTRY	%	89.7	8.8	0	0	1.5	0	0	0	91.2	8.8	
	#	61	6	0	0	1	0	0	0	62	6	68
MEDICINE	%	84.8	8.8	1.6	0	3.2	0.3	1.3	0	90.9	9.1	
	#	318	33	6	0	12	1	5	0	341	34	375
NURSING	%	0	100.0	0	0	0	0	0	0	0	100.0	
	#	0	29	0	0	0	0	0	0	0	29	29
PHARMACY	%	76.5	11.8	0	0	11.8	0	0	0	88.2	11.8	
	#	13	2	0	0	2	0	0	0	15	2	17
PUBLIC HEALTH	%	79.0	12.3	4.9	0	3.7	0	0	0	87.7	12.3	
	#	64	10	4	0	3	0	0	0	71	10	81
HEALTH AFFAIRS	%	100.0	0	0	0	0	0	0	0	100.0	0	
OTHER UNITS	#	1	0	0	0	0	0	0	0	1	0	1
TOTAL for	%	80.0	14.0	1.8	0	3.2	0.2	0.9	0	85.8	14.2	
HEALTH AFFAIRS	#	457	80	10	0	18	1	5	0	490	81	571

CHART XXI
HEALTH AFFAIRS
SUMMARY OF TENURE TRACK FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Total
		M	F	M	F	M	F	M	F	M	F	
NTISTRY	%	61.3	32.3	0	3.2	0	0	3.2	0	64.5	35.5	
	#	19	10	0	1	0	0	1	0	20	11	31
DICINE	%	64.1	28.8	1.3	0.7	2.6	1.3	0	1.3	68.0	32.0	
	#	98	44	2	1	4	2	0	2	104	49	153
RSING	%	0	89.5	0	10.5	0	0	0	0	0	100.0	
	#	0	17	0	2	0	0	0	0	0	19	19
ARMACY	%	83.3	16.7	0	0	0	0	0	0	83.3	16.7	
	#	15	3	0	0	0	0	0	0	15	3	18
BLIC HEALTH	%	51.6	38.7	0	3.2	3.2	3.2	0	0	54.8	45.2	
	#	16	12	0	1	1	1	0	0	17	14	31
TAL FOR	%	58.7	34.1	0.8	2.0	2.0	1.2	0.4	0.8	61.9	38.1	
ALTH AFFAIRS	#	148	86	2	5	5	3	1	2	156	96	252

CHART XXII
HEALTH AFFAIRS
SUMMARY OF FIXED-TERM FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Tot
		M	F	M	F	M	F	M	F	M	F	
DENTISTRY	%	44.0	44.0	4.0	4.0	4.0	0	0	0	52.0	48.0	
	#	11	11	1	1	1	0	0	0	13	12	25
MEDICINE	%	53.9	38.3	0	1.7	3.5	1.7	0	0.9	57.4	42.6	
	#	62	44	0	2	4	2	0	1	66	49	115
NURSING	%	0	100.0	0	0	0	0	0	0	0	100.0	
	#	0	16	0	0	0	0	0	0	0	16	16
PHARMACY	%	55.6	33.3	0	0	11.1	0	0	0	66.7	33.3	
	#	5	3	0	0	1	0	0	0	6	3	9
PUBLIC HEALTH	%	70.3	24.3	0	2.7	2.7	0	0	0	73.0	27.0	
	#	26	9	0	1	1	0	0	0	27	10	37
HEALTH AFFAIRS	%	100.0	0	0	0	0	0	0	0	100.0	0	
OTHER UNITS	#	2	0	0	0	0	0	0	0	2	0	2
TOTAL FOR	%	52.0	40.7	0.5	2.0	3.4	1.0	0	0.5	55.9	44.1	
HEALTH AFFAIRS	#	106	83	1	4	7	2	0	1	114	90	204

CHART XXIII
ACADEMIC AFFAIRS
SUMMARY OF EPA NON-FACULTY BY SCHOOL

TS & SCIENCES:		White M	White F	Black M	Black F	Asian M	Asian F	Hispanic M	Hispanic F	Total M	Total F	Total
Fine Arts	%	33.3	33.3	0	0	33.3	0	0	0	66.7	33.3	
	#	1	1	0	0	1	0	0	0	2	1	3
Humanities	%	40.0	53.8	1.2	2.5	1.2	0	1.2	0	43.7	56.3	
	#	32	43	1	2	1	0	1	0	35	45	80
Natural Sciences	%	62.7	20.9	1.5	0	11.9	3.0	0	0	76.1	23.9	
	#	42	14	1	0	8	2	0	0	51	16	67
Social Sciences	%	41.7	41.7	0	8.3	0	0	8.3	0	50.0	50.0	
	#	5	5	0	1	0	0	1	0	6	6	12
SINESS ADMINISTRATION	%	28.6	71.4	0	0	0	0	0	0	28.6	71.4	
	#	2	5	0	0	0	0	0	0	2	5	7
UCATION	%	22.2	44.4	0	33.3	0	0	0	0	22.2	77.8	
	#	2	4	0	3	0	0	0	0	2	7	9
N & INSTITUTE F GOVERNMENT	%	10.0	80.0	0	10.0	0	0	0	0	10.0	90.0	
	#	1	8	0	1	0	0	0	0	1	9	10
URNALISM	%	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0
BRARY SCIENCE	%	0	100.0	0	0	0	0	0	0	0	100.0	
	#	0	2	0	0	0	0	0	0	0	2	2
CIAL WORK	%	20.0	40.0	0	40.0	0	0	0	0	20.0	80.0	
	#	1	2	0	2	0	0	0	0	1	4	5
MINISTRATIVE UNITS	%	57.4	32.2	5.4	4.6	0	0	0	0.4	62.8	37.2	
	#	139	78	13	11	0	0	0	1	152	90	242
TAL FOR ADEMIC AFFAIRS	%	51.5	37.1	3.4	4.6	2.2	0.5	0.5	0.2	57.7	42.3	
	#	225	162	15	20	10	2	2	1	252	185	437

CHART XXIV
HEALTH AFFAIRS
SUMMARY OF EPA NON-FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Total
		M	F	M	F	M	F	M	F	M	F	
DENTISTRY	%	71.4	28.6	0	0	0	0	0	0	71.4	28.6	
	#	5	2	0	0	0	0	0	0	5	2	7
MEDICINE	%	52.7	32.7	2.7	0.9	7.3	3.7	0	0	62.7	37.3	
	#	58	36	3	1	8	4	0	0	69	41	110
NURSING	%	100.0	0	0	0	0	0	0	0	100.0	0	
	#	1	0	0	0	0	0	0	0	1	0	1
PHARMACY	%	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0
PUBLIC HEALTH	%	40.0	33.3	6.7	3.3	6.7	10.0	0	0	53.3	46.7	
	#	12	10	2	1	2	3	0	0	16	14	30
HEALTH SCIENCES LIBRARY	%	21.7	78.3	0	0	0	0	0	0	21.7	78.3	
	#	5	18	0	0	0	0	0	0	5	18	23
OTHER SCHOOLS/ DEPARTMENTS	%	30.0	60.0	0	6.7	0	3.3	0	0	30.0	70.0	
	#	9	18	0	2	0	1	0	0	9	21	30
TOTAL FOR HEALTH AFFAIRS	%	44.8	41.8	2.4	2.0	5.0	4.0	0	0	52.2	47.8	
	#	90	84	5	4	10	8	0	0	105	96	201

CHART XXV
NON-FACULTY EXIT QUESTIONNAIRE DATA SUMMARY
September 1, 1986 - August 31, 1987

I. Questionnaires forwarded to exiting non-faculty

	White		Black		Asian		Native American		Total	
	M	F	M	F	M	F	M	F	M	F
Academic Affairs	9	9	0	1	2	0	0	0	11	10
Health Affairs	9	9	0	2	1	0	1	0	11	11
Administrative Units	1	1	1	0	0	0	0	0	2	1
TOTAL FORWARDED	19	19	1	3	3	0	1	0	24	22

II. Questionnaires completed and returned by exiting non-faculty

	White		Black		Asian		Native American		Total	
	M	F	M	F	M	F	M	F	M	F
Academic Affairs	4	3	0	0	1	0	0	0	5	3
Health Affairs	2	4	0	0	1	0	1	0	4	4
Administrative Units	0	0	0	0	0	0	0	0	0	0
TOTAL RETURNED	6	7	0	0	2	0	1	0	9	7

SOURCE: Compiled from Exit Questionnaire data, Affirmative Action Office

CHART XXVI
NON-FACULTY EXIT QUESTIONNAIRE DATA
September 1, 1986 - August 31, 1987

ACADEMIC AFFAIRS

I. FACTORS LISTED AS INFLUENCING DECISION TO DISCONTINUE EMPLOYMENT AT THE UNIVERSITY

Factors[1]	White Male	White Female	Asian Male	Total Listing Factor
- lack of promotional opportunities	2	1		3
- increase in salary		1		1
- professional interest incompatible with present position	2	1		3
- lack of congeniality in department	1			1
- relocation of spouse	1			1
- cost of housing		1		1
- other: faculty position			1	1
- other: relocation for personal reasons		1		1
- other: end of term, research fellowship	1			1

II. FACTORS LISTED AS INFLUENCING DECISION TO ACCEPT A NEW POSITION

Factors[2]	White Male	White Female	Asian Male	Total Listing Factor
- promotion		1		1
- better salary	1	2		3
- fringe benefits		1		1
- better opportunities to pursue my interests	2	1		3
- new location more attractive	1	1		2
- other: better management	1			1

[1] Factors ranked first and second in importance by respondents are reported

[2] All factors listed by respondents are reported

SOURCE: Compiled from returned **Exit Questionnaires**, Affirmative Action Office

CHART XXVII
NON-FACULTY EXIT QUESTIONNAIRE DATA
September 1, 1986 - August 31, 1987

HEALTH AFFAIRS

FACTORS LISTED AS INFLUENCING DECISION TO DISCONTINUE EMPLOYMENT AT THE UNIVERSITY

Factors[1]	White Male	White Female	Asian Male	Native American Male	Total Listing Factor
lack of promotional opportunities		1			1
increase in salary	1	2	1		4
anticipated non-renewal of contract	1				1
professional interests incompatible with present position		1			1
relocation of spouse		1			1
lack of opportunities for social interaction in the community		1			1
other: completed fellowship	1				1
other: insecurity; decrease of grants			1		1
other: position required international travel which conflicted with faculty commitments				1	1

FACTORS LISTED AS INFLUENCING DECISION TO ACCEPT A NEW POSITION

Factors[2]	White Male	White Female	Asian Male	Native American Male	Total Listing Factor
promotion	2	2	1		5
better salary	2	2	1		5
fringe benefits	2		1		3
better opportunity to pursue my interest	1	1			2
new location more attractive		1			1
other: new position requires less travel				1	1

[1] Factors ranked first and second in importance by respondents are reported

[2] All factors listed by respondents are reported

SOURCE: Compiled from returned **Exit Questionnaires**, Affirmative Action Office

CHART XXVIII

SPA Employee Affirmative Action Goals
1 October 1986 - 30 September 1988

A	B	C	D	E	F			G	H
					SPA Goals 9-30-87				
FOC Code	Federal Occupation Category	Projected Hires in Code 10-1-86 - 9-30-87 (See Appendix II, Attachment 4)	Race and Sex	Availability (%)	1 Unadjusted Goals (C x E)	2 Adjust-ments (+ or -)	3 Net SPA Goals (9-30-87)	Net SPA Goals 10-1-87 through 9-30-88	Total SPA Goals 10-1-86 through 9-30-88
1	Executive, Administrative and Managerial	24	White Male	56.1	13	0	13	13	26
			White Female	28.7	7	+ 1	8	8	16
			Black Male	8.1	2	0	2	2	4
			Black Female	6.4	2	- 1	1	1	2
			Other Male	0.6	0	0	0	0	0
			Other Female	0.1	0	0	0	0	0
			Total	100.0	24	0	24	24	48
3	Professional Non-Faculty	128	White Male	38.9	50	0	50	50	100
			White Female	43.2	55	+ 8	63	63	126
			Black Male	4.8	6	- 1	5	5	10
			Black Female	12.2	16	- 9	7	7	14
			Other Male	0.6	1	+ 1	2	2	4
			Other Female	0.3	0	+ 1	1	1	2
			Total	100.0	128	0	128	128	256
4	Clerical and Secretarial	418	White Male	26.7	112	- 82	30	30	60
			White Female	51.6	216	+ 79	295	295	590
			Black Male	6.3	26	- 18	8	8	16
			Black Female	15.0	63	+ 15	78	78	156
			Other Male	0.2	1	0	1	1	2
			Other Female	0.3	1	+ 5	6	6	12
			Total	100.1	419*	- 1	418	418	836
5	Technical and Para-professional	259	White Male	38.6	100	- 5	95	95	190
			White Female	35.5	92	+ 38	130	130	260
			Black Male	8.1	21	- 14	7	7	14
			Black Female	15.2	39	- 27	12	12	24
			Other Male	1.8	5	0	5	5	10
			Other Female	0.9	2	+ 8	10	10	20
			Total	100.1	259	0	259	259	518

SPA Employee Affirmative Action Goals
1 October 1986 - 30 September 1988

A	B	C	D	E	F			G	H
					SPA Goals 9-30-87				
FOC Code	Federal Occupation Category	Projected Hires in Code 10-1-86 - 9-30-87 (See Appendix II, Attachment 4)	Race and Sex	Availability (%)	1 Unadjusted Goals (C x E)	2 Adjust-ments (+ or -)	3 Net SPA Goals (9-30-87)	Net SPA Goals 10-1-87 through 9-30-88	Total SPA Goals 10-1-86 through 9-30-88
6	Skilled Crafts	53	White Male	50.4	27	+ 15	42	42	84
			White Female	18.6	10	- 7	3	3	6
			Black Male	18.0	10	- 3	7	7	14
			Black Female	12.8	7	- 6	1	1	2
			Other Male	0.2	0	0	0	0	0
			Other Female	0.1	0	0	0	0	0
			Total	100.1	54*	- 1	53	53	106
7	Service and Maintenance	232	White Male	30.8	71	- 30	41	41	82
			White Female	21.1	49	- 39	10	10	20
			Black Male	26.3	61	+ 59	120	120	240
			Black Female	21.4	50	+ 10	60	60	120
			Other Male	0.3	1	0	1	1	2
			Other Female	0.1	0	0	0	0	0
			Total	100.0	232	0	232	232	464
	Totals	1114	White Male		373	-102	271	271	542
			White Female		429	+ 80	509	509	1018
			Black Male		126	+ 23	149	149	298
			Black Female		177	- 18	159	159	318
			Other Male		8	+ 1	9	9	18
			Other Female		3	+ 14	17	17	34
			Total		1116	- 2	1114	1114	2228

*Differs from Column C due to rounding of individual calculations.

SOURCE: University Personnel Office

CHART XXIX

SPA Hiring Results 1 October 1986 - 30 September 1987
Compared to
Goals of September 1987

FOC Code	Federal Occupation Category	Race and Sex	Goals 10-1-86 through 9-30-87	Hired 10-1-86 through 9-30-87	Remaining Goals 9-30-87
1	Executive, Administrative and Managerial	White Male	13	10	3
		White Female	8	6	2
		Black Male	2	1	1
		Black Female	1	1	0
		Other Male	0	0	0
		Other Female	0	0	0
3	Professional Non-Faculty	White Male	50	35	15
		White Female	63	68	0
		Black Male	5	1	4
		Black Female	7	4	3
		Other Male	2	1	1
		Other Female	1	0	1
4	Clerical and Secretarial	White Male	30	46	0
		White Female	295	311	0
		Black Male	8	7	1
		Black Female	78	89	0
		Other Male	1	2	0
		Other Female	6	9	0
5	Technical and Para-professional	White Male	95	52	43
		White Female	130	123	7
		Black Male	7	4	3
		Black Female	12	13	0
		Other Male	5	8	0
		Other Female	10	10	0
6	Skilled Crafts	White Male	42	53	0
		White Female	3	2	1
		Black Male	7	4	3
		Black Female	1	0	1
		Other Male	0	1	0
		Other Female	0	0	0
7	Service and Maintenance	White Male	41	30	11
		White Female	10	21	0
		Black Male	120	133	0
		Black Female	60	70	0
		Other Male	1	4	0
		Other Female	0	2	0

SOURCE: University Personnel Office

CHART XXX

SPA Work Force Analysis
(Rounded to the Nearest Tenth)
30 September 1987

FOC Code	Federal Occupation Category	Sex	White		Black		Other		Total	
			Number	%	Number	%	Number	%	Number	
1	Executive, Administrative and Managerial	Male	102	45.1	8	3.5	2	0.9	112	49
		Female	107	47.3	6	2.7	1	0.4	114	50
		Total	209	92.5	14	6.2	3	1.3	226	100
3	Professional Non-Faculty	Male	237	38.5	10	1.6	6	1.0	253	41
		Female	327	53.2	26	4.2	9	1.5	362	58
		Total	564	91.7	36	5.9	15	2.4	615	100
4	Clerical and Secretarial	Male	127	6.2	73	3.5	6	0.3	206	10
		Female	1446	70.2	388	18.8	19	0.9	1853	90
		Total	1573	76.4	461	22.4	25	1.2	2059	100
5	Technical and Paraprofessional	Male	249	29.7	38	4.5	13	1.5	300	35
		Female	438	52.2	74	8.8	27	3.2	539	64
		Total	687	81.9	112	13.3	40	4.8	839	100
6	Skilled Crafts	Male	324	79.2	71	17.4	2	0.5	397	97.
		Female	10	2.4	2	0.5	0	0.0	12	2.
		Total	334	81.7	73	17.8	2	0.5	409	100.
7	Service and Maintenance	Male	116	13.6	344	40.2	4	0.5	464	54.
		Female	49	5.7	336	39.3	6	0.7	391	45.
		Total	165	19.3	680	79.5	10	1.2	855	100.
	Totals	Male	1155	23.1	544	10.9	33	0.7	1732	34.
		Female	2377	47.5	832	16.6	62	1.2	3271	65.
		Total	3532	70.6	1376	27.5	95	1.9	5003	100.

SOURCE: University Personnel Office

CHART XXXI

SPA Personnel

FOC Code	Federal Occupation Category	SPA Utilization Analysis September 30, 1986				SPA Utilization Analysis September 30, 1987				Hires September 30, 1987				Projected Hiring Goals* September 30, 1987			
		Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total
1	Executive, Administrative and Managerial	W	97	97	194	W	102	107	209	W	10	6	16	W	13	8	21
		B	8	7	15	B	8	6	14	B	1	1	2	B	2	1	3
		O	2	1	3	O	2	1	3	O	0	0	0	O	0	0	0
3	Professional Non-Faculty	W	222	303	525	W	237	327	564	W	35	68	103	W	50	63	113
		B	11	27	38	B	10	26	36	B	1	4	5	B	5	7	12
		O	5	10	15	O	6	9	15	O	1	0	1	O	2	1	3
4	Clerical and Secretarial	W	119	1425	1544	W	127	1446	1573	W	46	311	357	W	30	295	325
		B	69	358	427	B	73	388	461	B	7	89	96	B	8	78	86
		O	3	15	18	O	6	19	25	O	2	9	11	O	1	6	7
5	Technical and Paraprofessional	W	253	408	661	W	249	438	687	W	52	123	175	W	95	130	225
		B	37	69	106	B	38	74	112	B	4	13	17	B	7	12	19
		O	10	26	36	O	13	27	40	O	8	10	18	O	5	10	15
6	Skilled Crafts	W	298	9	307	W	324	10	334	W	53	2	55	W	42	3	45
		B	73	2	75	B	71	2	73	B	4	0	4	B	7	1	8
		O	2	0	2	O	2	0	2	O	1	0	1	O	0	0	0
7	Service and Maintenance	W	116	55	171	W	116	49	165	W	30	21	51	W	41	10	51
		B	326	343	669	B	344	336	680	B	133	70	203	B	120	60	180
		O	3	5	8	O	4	6	10	O	4	2	6	O	1	0	1
	Totals	W	1105	2297	3402	W	1155	2377	3532	W	226	531	757	W	271	509	780
		B	524	806	1330	B	544	832	1376	B	150	177	327	B	149	159	308
		O	25	57	82	O	33	62	95	O	16	21	37	O	9	17	26
	Total		1654	3160	4814		1732	3271	5003		392	729	1121		429	685	1114

*Goals were established based upon projected hiring opportunities and work force availability rather than upon revision of SPA population. Experience has shown that population change projections by race, sex and Federal Occupation Category are not reasonably predictable. This is due to terminations, abolishment of positions, creation of new positions, initial classification of positions which were EPA and other factors.

SOURCE: University Personnel Office

CHART XXXII

Summary of SPA Work Force, Hires, Terminations and Promotions
1 October 1986 - 30 September 1987

A	B	C	D		E		F		G		H		I
FOC	Federal Occupation Category	Race and Sex	Work Force 9-30-86		Hires		Terminations (All)		Terminations (Involuntary)		Promotions		Difference Column D & Column H
			Number	%	Number	%	Number	%	Number	%	Number	%	+ - %
1	Executive, Administrative and Managerial	WM	97	45.8	10	55.6	12	57.1	0	0.0	9	33.3	-12.5
		WF	97	45.8	6	33.3	5	23.8	0	0.0	16	59.3	+13.5
		BM	8	3.8	1	5.6	2	9.5	0	0.0	2	7.4	+ 3.6
		BF	7	3.3	1	5.6	2	9.5	0	0.0	0	0.0	- 3.3
		OM	2	0.9	0	0.0	0	0.0	0	0.0	0	0.0	- 0.9
		OF	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	- 0.5
		W	194	91.5	16	88.9	17	81.0	0	0.0	25	92.6	+ 1.1
		B	15	7.1	2	11.1	4	19.0	0	0.0	2	7.4	+ 0.3
		O	3	1.4	0	0.0	0	0.0	0	0.0	0	0.0	- 1.4
		M	107	50.5	11	61.1	14	66.7	0	0.0	11	40.7	- 9.8
		F	105	49.5	7	38.9	7	33.3	0	0.0	16	59.3	+ 9.8
		T	212	100.0	18	100.0	21	100.0	0	0.0	27	100.0	
3	Professional Non-Faculty	WM	222	38.4	35	32.1	30	28.6	2	22.2	83	48.0	+ 9.6
		WF	303	52.4	68	62.4	65	61.9	5	55.6	74	42.8	- 9.6
		BM	11	1.9	1	0.9	2	1.9	1	11.1	5	2.9	+ 1.0
		BF	27	4.7	4	3.7	5	4.8	1	11.1	3	1.7	- 3.0
		OM	5	0.9	1	0.9	0	0.0	0	0.0	3	1.7	+ 0.8
		OF	10	1.7	0	0.0	3	2.9	0	0.0	5	2.9	+ 1.2
		W	525	90.8	103	94.5	95	90.5	7	77.8	157	90.8	0.0
		B	38	6.6	5	4.6	7	6.7	2	22.2	8	4.6	- 2.0
		O	15	2.6	1	0.9	3	2.9	0	0.0	8	4.6	+ 2.0
		M	238	41.2	37	33.9	32	30.5	3	33.3	91	52.6	+11.4
		F	340	58.8	72	66.1	73	69.5	6	66.7	82	47.4	-11.4
		T	578	100.0	109	100.0	105	100.0	9	100.0	173	100.0	
4	Clerical and Secretarial	WM	119	6.0	46	9.9	35	9.6	5	23.8	13	5.6	- 0.4
		WF	1425	71.6	311	67.0	263	71.9	10	47.6	166	70.9	- 0.7
		BM	69	3.5	7	1.5	5	1.4	1	4.8	10	4.3	+ 0.8
		BF	358	18.0	89	19.2	57	15.6	4	19.0	43	18.4	+ 0.4
		OM	3	0.2	2	0.4	0	0.0	0	0.0	0	0.0	- 0.2
		OF	15	0.8	9	1.9	6	1.6	1	4.8	2	0.9	+ 0.1
		W	1544	77.6	357	76.9	298	81.4	15	71.4	179	76.5	- 1.1
		B	427	21.5	96	20.7	62	16.9	5	23.8	53	22.6	+ 1.1
		O	18	0.9	11	2.4	6	1.6	1	4.8	2	0.9	0.0
		M	191	9.6	55	11.9	40	10.9	6	28.6	23	9.8	+ 0.2
		F	1798	90.4	409	88.1	326	89.1	15	71.4	211	90.2	- 0.2
		T	1989	100.0	464	100.0	366	100.0	21	100.0	234	100.0	
5	Technical and Paraprofessional	WM	253	31.5	52	24.8	48	28.2	7	41.2	103	29.0	- 2.5
		WF	408	50.8	123	58.6	95	55.9	5	29.4	186	52.4	+ 1.6
		BM	37	4.6	4	1.9	3	1.8	1	5.9	12	3.4	- 1.2
		BF	69	8.6	13	6.2	14	8.2	3	17.6	23	6.5	- 2.1
		OM	10	1.2	8	3.8	4	2.4	1	5.9	9	2.5	+ 1.3
		OF	26	3.2	10	4.8	6	3.5	0	0.0	22	6.2	+ 3.0
		W	661	82.3	175	83.3	143	84.1	12	70.6	289	81.4	- 0.9
		B	106	13.2	17	8.1	17	10.0	4	23.5	35	9.9	- 3.3
		O	36	4.5	18	8.6	10	5.9	1	5.9	31	8.7	+ 4.2
		M	300	37.4	64	30.5	55	32.4	9	52.9	124	34.9	- 2.5
		F	503	62.6	146	69.5	115	67.6	8	47.1	231	65.1	+ 2.5
		T	803	100.0	210	100.0	170	100.0	17	100.0	355	100.0	

CHART XXXII (Continued)

Summary of SPA Work Force, Hires, Terminations and Promotions
1 October 1986 - 30 September 1987

A	B	C	D		E		F		G		H		I
FOC	Federal Occupation Category	Race and Sex	Work Force 9-30-86		Hires		Terminations (All)		Terminations (Involuntary)		Promotions		Difference Column D & Column H
			Number	%	Number	%	Number	%	Number	%	Number	%	+ - %
6	Skilled Crafts	WM	298	77.6	53	88.3	25	78.1	4	80.0	35	72.9	- 4.7
		WF	9	2.3	2	3.3	1	3.1	0	0.0	1	2.1	- 0.2
		BM	73	19.0	4	6.7	6	18.8	1	20.0	12	25.0	+ 6.0
		BF	2	0.5	0	0.0	0	0.0	0	0.0	0	0.0	- 0.5
		OM	2	0.5	1	1.7	0	0.0	0	0.0	0	0.0	- 0.5
		OF	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
		W	307	79.9	55	91.7	26	81.3	4	80.0	36	75.0	- 4.9
		B	75	19.5	4	6.7	6	18.8	1	20.0	12	25.0	+ 5.5
		O	2	0.5	1	1.7	0	0.0	0	0.0	0	0.0	- 0.5
		M	373	97.1	58	96.7	31	96.9	5	100.0	47	97.9	+ 0.8
		F	11	2.9	2	3.3	1	3.1	0	0.0	1	2.1	- 0.8
		T	384	100.0	60	100.0	32	100.0	5	100.0	48	100.0	
7	Service and Maintenance	WM	116	13.7	30	11.5	27	11.3	3	5.7	9	17.6	+ 3.9
		WF	55	6.5	21	8.1	22	9.2	4	7.5	5	9.8	+ 3.3
		BM	326	38.4	133	51.2	113	47.5	33	62.3	25	49.0	+10.6
		BF	343	40.4	70	26.9	72	30.3	12	22.6	12	23.5	-16.9
		OM	3	0.4	4	1.5	3	1.3	1	1.9	0	0.0	- 0.4
		OF	5	0.6	2	0.8	1	0.4	0	0.0	0	0.0	- 0.6
		W	171	20.2	51	19.6	49	20.6	7	13.2	14	27.5	+ 7.3
		B	669	78.9	203	78.1	185	77.7	45	84.9	37	72.5	- 6.4
		O	8	0.9	6	2.3	4	1.7	1	1.9	0	0.0	- 0.9
		M	445	52.5	167	64.2	143	60.1	37	69.8	34	66.7	+14.2
		F	403	47.5	93	35.8	95	39.9	16	30.2	17	33.3	-14.2
		T	848	100.0	260	100.0	238	100.0	53	100.0	51	100.0	
	Totals	WM	1105	23.0	226	20.2	177	19.0	21	20.0	252	28.4	+ 5.4
		WF	2297	47.7	531	47.4	451	48.4	24	22.9	448	50.5	+ 2.8
		BM	524	10.9	150	13.4	131	14.1	37	35.2	66	7.4	- 3.5
		BF	806	16.7	177	15.8	150	16.1	20	19.0	81	9.1	- 7.6
		OM	25	0.5	16	1.4	7	0.8	2	1.9	12	1.4	+ 0.9
		OF	57	1.2	21	1.9	16	1.7	1	1.0	29	3.3	+ 2.1
		W	3402	70.7	757	67.5	628	67.4	45	42.9	700	78.8	+ 8.1
		B	1330	27.6	327	29.2	281	30.2	57	54.3	147	16.6	-11.0
		O	82	1.7	37	3.3	23	2.5	3	2.9	41	4.6	+ 2.9
		M	1654	34.4	392	35.0	315	33.8	60	57.1	330	37.2	+ 2.8
		F	3160	65.6	729	65.0	617	66.2	45	42.9	558	62.8	- 2.8
		T	4814	100.0	1121	100.0	932	100.0	105	100.0	888	100.0	

SOURCE: University Personnel Office

APPENDIX I

AFFIRMATIVE ACTION ADVISORY COMMITTEE MEMBERS
1987-88

J. Lee Greene, Chairman
Affirmative Action Advisory
Committee
Associate Professor
Department of English
CB#3520 Greenlaw Hall
Carolina Campus
962-4013

Dorothy Baker
Social Research Assistant
Research Services
CB#4100 Bynum Hall
Carolina Campus
966-5625

Randall Hendrick
Assistant Professor
Department of English
CB#3520 Greenlaw Hall
Carolina Campus
962-4011

David Broome
Associate Director
Research Services
CB#4100 Bynum Hall
Carolina Campus
966-3929

Shirley Weiss
Professor
City & Regional Planning
CB#3140 New East
Carolina Campus
962-3983

Sheila Sizoo
Secretary
Physical Plant
CB#1800 Airport Road
Carolina Campus
966-5471

Linda Lacey
Assistant Professor
City & Regional Planning
CB#3140 New East
Carolina Campus
962-3983

Robert Thorpe
Associate Professor
Medical Allied Health Professions
CB#7120 Med. School Wing E
Carolina Campus
966-2343

Mildred I. Berkeley
Sales Manager
Student Stores
CB#1530 Daniels Building
Carolina Campus
962-5068

Neal K. Cheek
Director of Student Services
School of Nursing
CB#7460 Carrington Hall
Carolina Campus
966-4260

Celeste M. Lindley
Assistant Professor
School of Pharmacy
CB#7360 Beard Hall
Carolina Campus
962-0028

Miriam B. Settle
Research Associate
Health Services Research Center
CB#7490 Chase Hall
Carolina Campus
966-7111

APPENDIX II

Predominately Black Institutions Receiving the Monthly Faculty Vacancies Listing

Richard A. Hogg, Sr.
Dean of the University
Vice President Academic Affairs
Florida A & M University
Tallahassee, FL 32307

John Chavis
Dean of the University
Lincoln University
Jefferson City, MO 65101

Nathan F. Simms, Jr.
North Carolina A & T State University
1601 East Market Street
Greensboro, NC 27411

Cveigs C. Beverly
Vice President for Academic Affairs
Atlanta University
223 Chestnut Street SW
Atlanta, GA 30314

William Earl Moore
Vice President Academic Affairs
Texas Southern University
3100 Cleburne Street
Houston, TX 77004

Edward J. Hayes
Vice President Academic Affairs
Savannah State College
State College Branch
Savannah, GA 31404

Edward V. Ellis
Vice Chancellor Academic Affairs
University of Maryland Eastern Shore
Princess Anne, MD 21853

Ruby W. Watts
Vice President Academic Affairs
Benedict College
Harden & Blanding Streets
Columbia, SC 29204

Gloria L. Anderson
Dean of Academic Affairs
Morris Brown College
643 Martin L. King Jr. Drive
Atlanta, GA 30314

James L. Howard
Vice President Academic Affairs
Kentucky State University
Frankfort, KY 40601

Ernest W. Benson
Vice President of Academic Affairs
Albany State College
504 College Drive
Albany, GA 31705

Lamore J. Carter
Vice President Academic Affairs
Grambling State University
Grambling, LA 71245

Jessee C. Lewis
Vice President for Academic Affairs
Norfolk State University
2401 Corprew Avenue
Norfolk, VA 23504

Nathaniel Boclair
Vice President
Mississippi Valley State University
Itta Bena, MS 38941

Johnny L. Houston
Vice Chancellor Academic Affairs
Elizabeth City State University
Parkview Drive
Elizabeth City, NC 27909

George Cooper
Vice President Academic Affairs
Alabama A & M University
Post Office Box 285
Normal, AL 35762

C. T. Wright
Vice President Academic Affairs
Florida Memorial College
15800 NW 42nd Avenue
Miami, FL 33054

Valeria P. Fleming
Vice Chancellor Academic Affairs
Fayetteville State University
Murchison Road
Fayetteville, NC 28301

Ralston M. Kelly
Vice President Academic Affairs
Barber-Scotia College
145 Cabarrus Avenue
Concord, NC 28025

George Wylie, Jr.
Vice President Academic Affairs
Shaw University
118 East South Street
Raleigh, NC 27611

Note: These institutions have agreed to receive copies of the Faculty Vacancies Listing

APPENDIX III

List of Minority Caucuses In Professional Organizations

Howard McGary, Chair
American Philosophical Association's
Committee on the Status of Blacks
in Philosophy
Department of Philosophy
Rutgers University
New Brunswick, NJ 08903

North Carolina Association of
Black Lawyers
c/o Professor Charles E. Daye
Executive Secretary
University of North Carolina
School of Law
CB# 3380, Van Hecke-Wettach Hall
Chapel Hill, NC 27599-3380

Shirley M. Malcolm
Program Head
Office of Opportunities & Science
American Association for the
Advancement of Science
1333 H Street Northwest
Washington, DC 20005

Joseph A. Johnson
President-Elect
National Society of Black Physicists
Department of Physics
City College of New York
Convent Avenue at 138th Street
New York, NY 10031

National Association of Black
Social Workers
271 West 125th Street
Room 317
New York, NY 10027

Office of Minority Affairs
American Physical Therapy Association
1111 N. Fairfax Street
Alexandria, VA 22314

Editor, Black Caucus Newsletter
American Library Association
1399 McAllilster
San Francisco, CA 94115

Executive Director
National Consortium for Graduate Degrees
for Minorities in Engineering, Inc.
Box 537, University of Notre Dame
Notre Dame, IN 46556

National Action Council for Minorities
in Engineering, Inc.
3 West 35th Street
New York, NY 10001

Virginia L. Jones, Dean
School of Library Service
Atlanta University
Atlanta, GA 30314

Dorothy Williamson-Ige
Chair of the Black Caucus of the
Speech Communication Association
Department of Communication
Indiana University
3400 Broadway
Gary, IN 46408

National Dental Association
Suite 24-25
5506 Connecticut Avenue
Washington, DC 20015

Ethnic Minorities Service Committee
American Alliance for Health, P.E.,
Recreation & Dance
1900 Association Drive
Reston, VA 22091

Darlinda Van Buren, Director
Maternal & Infant Health Care -
Prescad Project
1200 Sixth Street - M146
Detroit, MI 48226

Board of Ethnic Minority
Affairs Bulletin
Office of Ethnic Minority Affairs
American Psychological Association
1200 Seventeenth Street, NW
Washington, DC 20036

Association of Black Psychologists
P.O. Box 5599
Washington, DC 20040-5999

Modern Language Association
Division on Black American
Literature & Culture
10 Astor Place
New York, NY 10003

Robert P. Smith
The College Language Association
2200 Ben Franklin Parkway
Apt. S 705
Philadelphia, PA 19130

Cason L. Hill
The College Language Association
Morehouse College
Atlanta, GA 30314

Barbara A. P. Jones, Secretary
National Economic Association
Department of Economics
Clark College
Atlanta, GA 30314

John W. Alexander, Jr.
Dean, College of Arts & Sciences
National Director of the Blacks &
Mathematics Project in the
Mathematical Association of America
Wentworth Inst. of Technology
1 Tierney Avenue
Hull, MA 02045

Gloria Gilmer, Chair
American Mathematics Society/
American Association for Advancement
of Science/Mathematic Association
of America Committee on
Opportunities in Mathematics
for Disadvantaged Groups
The Math-Tech Connexion, Inc.
2014 W. McKinley Avenue
Milwaukee, WI 53205

American Planning Association
Planning & the Black Community
c/o Stephanie Williams
215 Musick Roach
OPA-LOCKA , FL 33054

Note: This list was developed with the assistance of University departments

APPENDIX IV

List of Women Caucuses In Professional Organizations

Alison Jaggar, Chair
American Philosophical Association's
Committee on Women in Philosophy
Department of Philosophy
University of Cincinnati
Cincinnati, OH 45221

Association for Women in Science
1346 Connecticut Avenue, N.W.
Room 1122
Washington, DC 20036

North Carolina Association of
Women Attorneys
111 Corcoran Street
Suite 906
Durham, NC 27701

Task Force for Women Roster
TFW Bulletin Board
Hennepin County Library
York Avenue South at 70th
Edina, MN 55435

Committee on the Status of
Women in Physics Gazette
The American Physical Society
335 East 45th Street
New York, NY 10017

Nancy Schiever
Executive Secretary
NC Council of Women's Organizations
P.O. Box 28252
Raleigh, NC 27611

Society of Women Engineers
345 East 47th Street
New York, NY 10017

Elizabeth Black
Vice President of Programming, N.C.
American Association of
University Women
1507-E Greenville Highway
Hendersonville, NC 28739

Women in Cell Biology
c/o Nina S. Allen
Department of Biology, Box 7325
Wake Forest University
Winston-Salem, NC 27109

Joanne Glasgow
Women's Caucus for the Modern
Languages (MLA)
PO Box 2241, Church St. Station
New York, NY 10008

Chairperson
MLA Commission on the Status
of Women
Modern Language Association
10 Astor Place
New York, NY 10003-6981

Judith L. Johnston
President, Women's Caucus for the
Modern Languages (MLA)
Department of English
Rider College
Lawrenceville, NJ 08648

National Women's Studies Association
University of Maryland
College Park, MD 20742

Julienne Empric
Southeastern Women's Studies Association
College of Arts & Letters
Eckerd College
St. Petersburg, FL 33733

Kelly Ott
Chair of Women's Caucus
Speech Communication Association
College of St. Catherine
2004 Randolph Avenue
St. Paul, MN 55105

Women's Special Interest Group
Association of Experimental Education
Jean Urbka
R.R. 1, Box 112
Firth, NE 68358

Women & Minority Affairs Committee
& Ethnic & Minorities Section
c/o Yvonne Washington
National Recreation & Park Association
Professional Services
3101 Park Center Drive, 12th Floor
Alexandria, VA 23302

Geraldine Napierski, Editor
Chronicle
American Association of Women Dentists
211 E. Chicago Avenue, Suite 948
Chicago, ILL 60611

Aleta A. Styers, Editor
American Economics Association
Committee for the Status of Women in
the Economics Profession Newsletter
Yale Club, Box 7
50 Vanderbilt Avenue
New York, NY 10017

Lucy Grigsby, Secretary
The College Language Association
Modern Language Association
Atlanta University
Atlanta, GA 30314

Women in Neuroscience
c/o Society for Neuroscience
Suite 130
11 Dupont Circle NW
Washington, DC 20036

Gwen Keita
Women's Programs Office
American Psychological Association
1200 Seventeenth Street, NW
Washington, DC 20036

Annie Shaver-Crandell
President, Women's Caucus for Art
20th & the Parkway
Philadelphia, PA 19103

Carolyn P. Daurio, Chair
Committee on Women in Statistics
Merck & Company, Inc.
P.O. Box 2000, WB-D-360
Rahway, NJ 07065

Caucus for Women in Statistics
P.O. Box 1160
Suitland, MD 20746

The Association for Women in Science
Suite 303
2401 Virginia Avenue, NW
Washington, DC 20037

Victoria B. Cass, Chair
Committee on Women in Asian Studies
113 Folwell Hall
University of Minnesota
Minneapolis, MN 55455

American Planning Association's
Minority & Women
American Planning Association
1776 Massachusetts Avenue N.W.
Washington, DC 20036

Association of Women Geoscientists
c/o M. L. Crawford
Department of Geology
Bryn Mawr College
Bryn Mawr, PA 19010

Note: This list was developed with the assistance of University departments

APPENDIX V

University Organizations

Margaret S. Miles
Committee "W"
School of Nursing
CB# 7460, Carrington Hall
Carolina Campus

Richard A. Elam
Committee on Black Faculty
Radio, Television & Motion Pictures
CB# 6235, Swain Hall
Carolina Campus

Trudier Harris
Black Faculty/Staff Caucus
Department of English
CB# 3520, Greenlaw Hall
Carolina Campus

Robert Thorpe
Minority Advisory Committee
for Health Affairs
Medical Allied Health Professions
CB# 7120, Medical School Wing E
Carolina Campus

Caroline Becker
American Association of
University Professors
Department of Epidemiology
CB# 7400, Rosenau Hall
Carolina Campus

Timothy Coggins
Associate Librarian - Law Library
State Employees Association
of North Carolina
CB# 3380, Van Hecke-Wettach
Carolina Campus

Rachel Rosenfield
Committee on the Status of Women
Department of Sociology
CB# 3210, Hamilton Hall
Carolina Campus

Jane Brown
Status of Women
School of Journalism
CB# 3365, 204B Howell Hall
Carolina Campus

David A. Eckerman
Status of Minorities & Disabled
Department of Psychology
CB# 3270, Davie Hall
Carolina Campus

Elizabeth J. Burns
Association of Women Faculty
Department of Romance Languages
CB# 3170, 222 Dey Hall
Carolina Campus

APPENDIX VI

Review of Faculty at Selected Research Universities
Listed by Faculty Size
Fall 1986

TENURED AND NON-TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
University of Minnesota (Twin Cities)	1,845	440	13	5	21	4	93	12	1	0	1,973	461	2,434
University of Michigan (Ann Arbor)	1,917	400	50	29	15	7	115	20	3	1	2,100	457	2,557
University of Wisconsin-Madison	1,741	314	20	6	19	4	69	8	3	0	1,852	332	2,184
University of Georgia	1,447	289	12	9	13	3	39	6	2	0	1,513	307	1,820
University of North Carolina at Chapel Hill	1,288	291	32	19	15	6	32	4	0	0	1,367	320	1,687
University of Texas at Austin	1,210	281	13	4	29	10	50	5	3	2	1,305	302	1,607
University of California at Los Angeles	1,219	201	16	10	36	9	88	12	2	1	1,361	233	1,594

*Include American Indians and Alaskan Natives as well as non-resident aliens

(Review of Faculty at Selected Research Universities)

TENURED AND NON-TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
Penn State University (Main Campus)	1,233	170	17	7	6	3	87	7	4	0	1,347	187	1,534
University of Southern California	1,143	222	17	8	17	4	84	25	1	0	1,262	259	1,521
Yale University	1,027	243	29	6	16	2	47	11	0	0	1,119	262	1,381
University of California at Berkeley	1,081	158	24	5	29	3	67	6	2	1	1,203	173	1,376
University of Maryland College Park	1,008	213	30	16	15	5	66	5	4	0	1,123	239	1,362
University of Massachusetts at Amherst	975	194	28	9	18	10	46	8	1	2	1,068	223	1,291
University of Virginia	980	169	20	6	10	1	27	5	0	0	1,037	181	1,218
Northwestern University	793	123	10	4	5	0	37	0	108	16	953	143	1,096

*Include American Indians and Alaskan Natives as well as non-resident aliens

(Review of Faculty at Selected Research Universities)

TENURED AND NON-TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
New York University	710	206	10	4	7	4	28	8	3	1	758	223	1,081
Stanford University	962	107	24	4	24	3	50	4	0	2	1,060	120	1,180
University of Chicago	941	136	7	6	10	3	55	7	1	0	1,014	152	1,166

*Include American Indians and Alaskan Natives as well as non-resident aliens

APPENDIX VII

Review of Faculty at Selected Research Universities
Listed by Faculty Size
Fall 1986

TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
University of Minnesota (Twin Cities)	1,550	291	11	3	17	3	67	7	1	0	1,646	304	1,950
University of Michigan (Ann Arbor)	1,384	185	34	10	8	1	70	7	3	1	1,499	204	1,703
University of Wisconsin-Madison	1,449	195	17	5	15	2	51	6	3	0	1,535	208	1,743
University of Georgia	1,068	111	10	3	9	0	20	1	1	0	1,108	115	1,223
University of North Carolina at Chapel Hill	1,016	158	28	6	13	2	23	1	0	0	1,080	167	1,247
University of Texas at Austin	994	178	12	1	22	5	25	0	3	2	1,056	186	1,242
University of California at Los Angeles	1,079	128	16	4	31	4	62	9	1	1	1,189	146	1,335

*Include American Indians and Alaskan Natives as well as non-resident aliens

SOURCE: Data pertaining to faculty composition compiled from a survey of listed institutions conducted by the Office of Institutional Research

(Review of Faculty at Selected Research Universities)

TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
Penn State University (Main Campus)	960	93	11	0	4	2	41	3	3	0	1,019	98	1,117
University of Southern California	869	127	14	3	13	1	59	14	1	0	956	145	1,101
Yale University	580	44	13	0	4	1	24	0	0	0	621	45	666
University of California at Berkeley	985	112	22	5	23	2	61	4	1	1	1,092	124	1,216
University of Maryland College Park	818	136	21	8	12	4	44	4	3	0	898	152	1,050
University of Massachusetts at Amherst	831	124	24	5	14	5	30	1	0	0	899	135	1,034
University of Virginia	728	56	11	4	4	0	15	1	0	0	758	61	819
Northwestern University	638	75	10	2	5	0	30	0	61	8	744	85	829

*Include American Indians and Alaskan Natives as well as non-resident aliens

(Review of Faculty at Selected Research Universities)

TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
New York University	568	138	9	2	7	3	16	4	2	0	602	147	749
Stanford University	765	57	18	1	19	1	36	2	0	0	838	61	899
University of Chicago	695	73	5	1	7	3	40	3	1	0	748	80	828

*Include American Indians and Alaskan Natives as well as non-resident aliens

APPENDIX VIII

Review of Faculty at Selected Research Universities
Listed by Faculty Size
FALL 1986

NON-TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
University of Minnesota (Twin Cities)	295	149	2	2	4	1	26	5	0	0	327	157	484
University of Michigan (Ann Arbor)	533	215	16	19	7	6	45	13	0	0	601	253	854
University of Wisconsin-Madison	292	119	3	1	4	2	18	2	0	0	317	124	441
University of Georgia	379	178	2	6	4	3	19	5	1	0	405	192	597
University of North Carolina at Chapel Hill	272	133	4	13	2	4	9	3	0	0	287	153	440
University of Texas at Austin	216	103	1	3	7	5	25	5	0	0	249	116	365
University of California at Los Angeles	140	73	0	6	5	5	26	3	1	0	172	87	259

*Include American Indians and Alaskan Natives as well as non-resident aliens

(Review of Faculty at Selected Research Universities)

NON-TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
Penn State University (Main Campus)	273	77	6	7	2	1	46	4	1	0	328	89	417
University of Southern California	274	95	3	5	4	3	25	11	0	0	306	114	420
Yale University	447	199	16	6	12	1	23	11	0	0	498	217	715
University of California at Berkeley	96	46	2	0	6	1	6	2	1	0	111	49	160
University of Maryland College Park	190	77	9	8	3	1	22	1	1	0	225	87	312
University of Massachusetts at Amherst	144	70	4	4	4	5	16	7	1	2	169	88	257
University of Virginia	252	113	9	2	6	1	12	4	0	0	279	120	399
Northwestern University	155	48	0	2	0	0	7	0	47	8	209	58	267

*Include American Indians and Alaskan Natives as well as non-resident aliens

(Review of Faculty at Selected Research Universities)

NON-TENURED

UNIVERSITY	WHITE M	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	OTHER* M	OTHER* F	TOTAL M	TOTAL F	GRAND TOTAL
New York University	142	68	1	2	0	1	12	4	1	1	156	76	332
Stanford University	197	50	6	3	5	2	14	2	0	2	222	59	281
University of Chicago	246	63	2	5	3	0	15	4	0	0	266	72	338

*Include American Indians and Alaskan Natives as well as non-resident aliens

APPENDIX IX

QUESTIONNAIRE FOR STAFF LEAVING UNC-CH

The University of North Carolina at Chapel Hill and its Affirmative Action Office are making an attempt to understand why staff members leave. As part of this effort we ask for your cooperation in completing this questionnaire. ***The information you provide will be kept in strictest confidence and used only in generalized, non-identifiable ways.*** *If you prefer not to complete this questionnaire but would be willing to talk confidentially about your reasons for leaving, please call the Affirmative Action Office (966-3576) and schedule an interview.*

Department: _____ (optional)

Title at UNC-CH: _____

(please check one)

_____ Academic Affairs
_____ Health Affairs
_____ Administrative Unit

1. Sex:
   _____ a) male
   _____ b) female

2. Race:
   _____ a) Black
   _____ b) White
   _____ c) American Indian
   _____ d) Asian or Pacific Islander
   _____ e) Hispanic

3. Date and title when first employed with UNC-CH: _____

4. Please rank in order of importance (1 being the most important) any factors that influenced your decision to discontinue your employment in the University.

   _____ a) lack of promotional opportunities
   _____ b) increase in salary
   _____ c) contract not renewed
   _____ d) anticipated non-renewal of contract
   _____ e) professional interests incompatible with present position
   _____ f) lack of congeniality in department
   _____ g) lack of congeniality in University
   _____ h) relocation of spouse
   _____ i) relocation because of change in marital status
   _____ j) lack of job opportunities for spouse
   _____ k) lack of opportunities for social interaction in the community
   _____ l) cost of housing
   _____ m) quality of local schools
   _____ n) parental or other familial responsibilities
   _____ o) other (please explain): _____

Please comment further on any of the above: _____

– over –

What are your plans for future employment?

_____ a) work at another University
_____ b) work in government
_____ c) work in private industry
_____ d) self-employment
_____ e) further education or training
_____ f) other (please explain): _____

_____

Please indicate all the factors that influenced you positively to accept a new position.

_____ a) promotion
_____ b) better salary
_____ c) fringe benefits
_____ d) better opportunity to pursue my interests
_____ e) new location more attractive
_____ f) other (please explain: _____

_____

Please comment further on any of the above: _____

_____

_____

If you would like to make additional comments regarding how your experiences at UNC-CH could have been improved, or to mention those things that you have found most rewarding about your stay here, please do so below. (Attach an additional sheet if necessary.)

OPTIONAL:

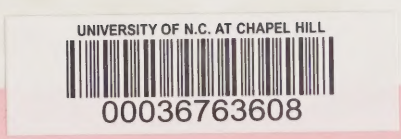
Would you be willing to discuss these matters in more detail? If so, please give your name and telephone number: _____ _____

(name) *(area code)*

Please return this questionnaire in the enclosed envelope to the Affirmative Action Office, 104 Bynum Hall 008A, Campus. We appreciate your assistance to the University's affirmative action efforts.

The University of North Carolina at Chapel Hill
is an Equal Opportunity Employer

10/84


UNIVERSITY OF N.C. AT CHAPEL HILL
00036763608

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